

# NEWSLINE

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## Miller maps out the road ahead



Observing that the high cost of doing business has put the Lab at a “major tipping point,” Director George Miller outlined a number of steps the Lab must undertake, including workforce reductions, in order to reduce the “challenges” it faces in fiscal year 2008 and beyond.

In an all-hands talk Monday to address the future of the Laboratory, Miller announced the Lab will reduce its supplemental and flexible term workforce by as many as 500 people in January 2008.

The Laboratory also will issue a letter to all employees who could be affected by the reduction, as required by the Worker Adjustment and Retraining Notification Act (WARN). That act requires employers to provide notice 50 days in advance if a release of employees exceeds 50 people in a rolling 30-day period. Approximately 2,000 supplemental and flex-term employees will receive the letter — as soon as this weekend (see accompanying story, below).

Miller said the Laboratory also was working on a site-specific plan for its workforce reductions, as required by Section 3161 of the National Defense Authorization Act. (A general 3161 plan was posted in October.) That plan will identify the specifics of any workforce restructuring, whether voluntary or involuntary, and whether there would be any separation incentive program. The 3161 specific plan will be submitted to DOE/NNSA for approval within a few weeks.

Miller left open the possibility that the needed reduction in workforce might include career-indefinite employees. “If we cannot reduce our costs and we have less than normal attrition for the year, we will have to re-examine the impact on our career workforce,” he said. That decision will be reviewed in January 2008 with a reduction planned (if needed) for March 2008 (see accompanying timeline below).

The workforce reduction comes as the latest in a number of steps by the Lab to reduce \$300 million in unanticipated costs. Several factors have contributed to the higher costs, including the cost of the Lab contract and transitioning from a public to private contract manager, a slowdown in attrition rates, inflation and the absence of an approved federal budget.

The Laboratory currently is operating under a continuing resolution until Congress approves the budget for fiscal year 2008. That budget, once approved, could be anywhere from \$110 million to \$210 million less than FY07, Miller said. In addition, LLNS contract costs were \$50 million higher than anticipated, for a total of approximately \$130 million. Those additional costs include higher 401(k) funding,

health care and operating expenses (see chart in *NewsOnLine*).

Earlier this year, Miller appointed Deputy Director Steve Liedle to lead a task force to identify ways to reduce Lab operating costs, resulting in \$34 million in savings. Miller also said the Lab will take an institutional approach to facilities management and information technology, resulting in additional savings (see accompanying story, page 2).

In October, Miller announced he had delayed a decision to move forward with the Lab’s annual raises, or the compensation increase program, a \$25 million cost for which the Lab has received no additional funding from the Department of Energy. Miller emphasized that he has not decided to withhold raises for FY08, only that he has delayed making a decision until the beginning of 2008, when he hopes to have a clearer picture of the federal budget. At that time Miller will decide whether to implement a raise retroactive to Oct. 1, whether to implement a non-retroactive raise or whether to cancel the raise package.

See **ALL HANDS**, page 8

### Flex, supplemental labor employees to receive WARN Act notifications

All flex-term employees and supplemental laborers will receive written notification under the WARN Act (Worker Adjustment and Retraining Act) over the next few days regarding the planned workforce reductions that will be required by the end of January 2008. Receiving this letter does not directly mean an employee is part of the proposed 500 employees affected.

### Liedle heading effort to reduce costs

Deputy Director Steve Liedle is leading a Labwide effort to reduce operating costs and expenses — with a direct goal of implementing \$35 million in cost-savings in 2008.

“As I mentioned at my all-hands address, the cost of doing business at our Lab is simply too high,” said George Miller, Laboratory director. “We must reduce our costs to be competitive and we must do this quickly to help our current financial problem. I have asked Steve to work with our line organizations to identify areas where we can implement operational efficiencies immediately.”

Earlier this month, Liedle formed a “kitchen cabinet” with representatives from all major programmatic, mission and operational areas of the Laboratory. The group already has identified a number of areas that warrant further review as

See **COSTS**, page 8

### Workforce restructuring under way per WARN Act

Flex-term employees and supplemental laborers will receive written notification under the WARN Act (Worker Adjustment and Retraining Act) over the next few days regarding the planned workforce reductions that will be required by the end of January 2008. Lab Director George Miller announced Monday that an anticipated 500 flexible workforce employees will be released as part

of an overall restructuring plan to alleviate an estimated \$300 million budget shortfall.

All employees within both classes (flex term and supplemental labor) will receive the letters, which were expected to be mailed this week, as part of the formal notification process that is required by the WARN Act. Receiving this letter does not directly mean an employee is part of

See **WARN**, page 5



**ANTICIPATED WORKFORCE RESTRUCTURING TIMELINE**



## TRANSITION

### *A Message To Employees*

– Barbara Peterson



As Director George Miller mentioned at his all-hands talk on Monday, we're resurrecting part of our transition team to help our Laboratory and the new line organizations resolve and communicate some of the post-transition issues we are experiencing.

We plan to continue to use the Lab's internal transition Web page to provide transition-related information in a one-stop-shop location. I encourage you to visit the site frequently. We're also keeping our question and answer process on transition-related issues open and available for your use. We'll try to answer your questions as quickly as possible. We will use page three of *Newsline*, as we did before, as a center point for all items related to the contract change and post-transition information you need to know. We will use this page to try to dispel some of the rumors that persist. To that extent, we've included a rumor vs. fact box on page 8 so that you can get the information you need.

I encourage you to pay close attention to information we post here, as some of the nuances associated

with the transition process are just now coming to light and we want to keep you informed.

We've assembled subject matter experts to meet weekly to review items that still need work. Team members are Pete Offringa, LLNS corporate office; Lynda Seaver, Public Affairs; Matt Edwards, Legal; Kathy Baker, Finance; Brenda Perry, Strategic Human Capital; Kathy Vaselopulos, Contracts and Pam Smith, Business Operations. Some of the open items we are addressing are the military pay policy, new rules for participating guests, the temporary assignment policy and on-site meals.

Part of the challenge regarding post-transition communication has been determining what is different now that we're under a new contract and that we've gone from public to private management. As issues, new requirements and policies are understood, we will communicate to all employees on "what's changed."

*Barbara Peterson is the Lab's transition manager.*

#### Post-retirement survivor benefits

If you are an employee with a disabled dependent child or dependent parents, you may benefit from additional information regarding differences between TCPI and UCRP with respect to post-retirement survivor continuance benefits. Contact Ralph Howard, 3-6658, for additional information.

#### Transition Q&A process open

The question and answer section of the Transition Website is available for employees to submit questions related to new requirements and policies under Lawrence Livermore National Security, LLC management.

To submit a questions, go to the site at <http://transition.llnl.gov/home>.

## REMINDERS

### ■ Comment period on Complaint Resolution Policy

Employees are being asked to comment on revisions to the Laboratory's Complaint Resolution Policy and the Employee Concerns Program.

The Complaint Resolution Policy retains many of the features of the Lab's previous policy (Grievance and Administrative Review) while adding an external mediation and binding arbitration component fully paid by the Laboratory. In addition, the informal resolution program in the Employee Relations Office also has been strengthened and enhanced.

The Employee Concerns Program replaces the Lab's current Whistle-

blower Policy. It retains many features of that policy and enhances the scope of concerns that employees and subcontractor employees may bring to the attention of the Laboratory. The program meets the new DOE/NNSA requirements in this area.

The policies are available on the Web at <https://human-resources.llnl.gov/pdocs.htm>.

Employee comments will be accepted through Nov. 27. Questions and/or comments regarding these policies should be directed to Bob Perko in the Staff Relations Office at [perko1@llnl.gov](mailto:perko1@llnl.gov) or 2-9501, or Frank Robles at [robles2@llnl.gov](mailto:robles2@llnl.gov) or 2-4702.

### ■ Last day to sign up for Open Enrollment

Open Enrollment for 2008 ends today (Nov. 16) at 5 p.m. Pacific time. Employees must act to continue or add the Health Care Reimbursement Account and/or the Dependent Care Reimbursement Account for 2008.

To continue or add the Health Care Reimbursement Account and/or the Dependent Care Reimbursement Account, employees must enroll by

the deadline. Re-enrollment is not automatic.

To keep existing selections for the other benefit plans, employees do not have to do anything further. If employees want to make changes (e.g. enroll a dependent, change your medical plan option), they must do so by today's deadline.

To make Open Enrollment changes, log on to LAPIS self-service using your OUN and password, and then click the "Benefits Open Enrollment" link. For more information, contact the Benefits Office at 2-9955.

### ■ Leave without pay

With the holidays approaching, employees are reminded of the Lab policy regarding use of leave without pay (LWOP) coupled with a scheduled holiday. Employees who take leave without pay prior to or following a holiday will not receive pay for the holiday.

Full-time career employees receive holiday pay when on pay status the last scheduled working day before the holiday and the first scheduled work day following the holiday.

Pay status means employees are receiving payment for the day - either as time worked, vacation or sick leave.



# 'Snapshot of the future' at Supercomputing Conference

By Don Johnston  
Newsline staff writer

Attendees at the annual international Supercomputing Conference (SC07) got a "snapshot of the future," a future the Laboratory continues to play a leadership role in shaping. Held in Reno, this year, SC07 underscored how Livermore scientists continue to take scientific computing to the next level with award-winning acumen.

A team of scientists from the Laboratory and IBM won the prestigious Gordon Bell Prize, widely regarded as the Oscars of supercomputing, for the third year running with a breakthrough physics calculation run on the recently expanded BlueGene/L system (BG/L), which also retained its ranking as the world's fastest supercomputer. The new Top500 list of the world's fastest supercomputers was released Monday, the first day of SC07.

"It's gratifying to see the Laboratory scientists who work so hard and with such dedication recognized for their leadership, both in pushing the boundaries of science and the high-performance computing (HPC) that makes that science possible," said Dona Crawford, associate director for Computation. "These scientific computing awards underscore the vital role the Advanced Simulation and Computing program plays in the National Nuclear Security Administration's (NNSA) stockpile stewardship mission as well as in national security in a global context."

By performing extremely large-scale molecular dynamics simulations using an innovative computational technique, the Livermore Gordon Bell team was able to study, for the first time, how a Kelvin-Helmholtz instability develops from atomic-scale fluctuations into micron-scale vortices.

"This has never been done before. We were able to observe this atom by atom. There was no time scale or length scale we couldn't see," said Jim Glosli, lead author on the winning entry titled, "Extending Stability Beyond CPU Millennium: A Micron-Scale Simulation of Kelvin-Helmholtz Instability." Other team members were: Kyle Caspersen, David Richards, Robert Rudd and project leader Fred Streitz of LLNL, and John Gunnels of IBM.

The Kelvin-Helmholtz instability arises at the interface of fluids in shear flow and results in the formation of waves and vortices. Waves formed by Kelvin-Helmholtz (KH) instability are found in all manner of natural phenomena, such as waves on a windblown ocean, sand dunes and swirling cloud billows. While Kelvin-Helmholtz instability has been thoroughly studied for years and its behavior is well understood at the macro-scale, scientists did not clearly understand how it evolves at the atomic scale until now.

The insights gained through simulation of this phenomenon are of interest to the NNSA's Stockpile Stewardship Program, the effort to ensure the safety security and reliability of the nation's nuclear deterrent without nuclear testing. Understanding how matter transitions from a continuous medium at macroscopic length scales to a discrete atomistic medium at the nanoscale has important implications for such Laboratory research efforts as National Ignition Facility (NIF) laser fusion experiments and developing applications for nanotube technology.

This simulation of unprecedented resolution was made possible by the innovative computational technique used — a technique that could change the way high-performance scientific



DON JOHNSTON/NEWSLINE

From left to right, are Jim Glosli, Fred Streitz, Robert Rudd, David Richards and Kyle Caspersen. They won the Gordon Bell Award at SC07 on Thursday. IBM's John Gunnels is not pictured.

computing is conducted. Traditionally, the hardware errors or failures that are an inevitable part of HPC have been handled by the hardware itself or the operating system. This strategy was perfectly adequate for 1,000- to 10,000-processor supercomputing systems. However, these traditional approaches don't work as well on a massively parallel machine the size of BG/L with more than 200,000 CPUs (central processing units) — almost 10 times more than on any other system. With such a large number of processors and components, hardware failures are almost certain during long production runs. Hardware failures impact system performance and consume valuable time on the machine.

In partnership with IBM, the Livermore team pioneered a new strategy for recovering from hardware failure. They developed a way to use the application itself to help correct errors and failures. Their reasoning was that the application, which has a complete understanding of the calculation being run, can evaluate the errors and decide the most efficient strategy for recovery. For example, by implementing a strategy to mitigate cache memory faults (which are the primary cause of failure in BG/L), the team was able to run without error for CPU-millennia.

"Applications with this capability could potentially lead to a new paradigm in supercomputer design," said Streitz, noting that application-assisted failure recovery reduces hardware reliability constraints, opening the way for supercomputer designs using less stable but higher performing — and perhaps less expensive — components. "That concept may allow the building of a faster machine."

Named for one of the founders of supercomputing, the prestigious Gordon Bell Prize is awarded to innovators who advance high-performance computing. A Livermore team led by Streitz won the 2005 Gordon Bell Prize for a simulation investigating the solidification in tantalum and uranium at extreme temperatures and pressure, with simulations ranging in size from 64,000 atoms to 524 million atoms. This year on the expanded machine, the Livermore team was able to conduct simulations of up to 62.5 billion atoms.

"What you see is a snapshot of the future," said Dave Cooper, former associate director for Computation and an SC07 organizer. He told members of the press and VIPs on an opening night tour: "The technology you see here today is what will be on your desktop in the future."



DON JOHNSTON/NEWSLINE

The Lab's Mike McCoy talks to members of the press and dignitaries taking a tour of the show floor just prior to the opening of SC07 in the Reno-Sparks Convention Center Monday. McCoy gave an overview of the Advanced Simulation and Computing program.

## Other award highlights from SC07

- BG/L won three out of four of the high-performance computing challenges, a set of tests designed to showcase more than just LINPACK results.
- David Keyes of the Laboratory and Columbia University received the Sidney Fernbach Memorial Award (see the Oct. 12 edition of *Newsline*).
- Three physicists in the Physical Sciences Directorate have won a Computing in Science and Engineering magazine essay contest by describing what they would do if they had one petaFLOP of computing power at their fingertips. Thomas Luu, Ron Soltz and Pavlos Vranas responded to the challenge with a very compelling answer: They would simulate the birth of the universe.
- Arpith Chacko Jacob, Washington University of St. Louis, and a summer student in the Computation Directorate, won one of the HPC Fellowship awards

## On the cover

The BlueGene/L supercomputer with a micron-scale atomistic simulation of Kelvin-Helmholtz instability superimposed over the top.





# New system detects small samples for big gains

By Stephen Wampler  
Newsline staff writer

Researchers have developed a new system that can detect viruses in sample amounts one million times smaller than possible in current commercial instruments and with about half of the analysis steps.

This advance, achieved by a team Laboratory and UC Davis scientists and engineers, will lead to more rapid detection of viruses and other pathogens. The research is described in the Nov. 15 cover story of *Analytical Chemistry*.

"The advantage of reducing the volume size of the sample is that the fluorescent signal can be seen sooner than in commercial devices because it becomes so much brighter," said Bill Colston, one of the paper's authors and the leader of LLNL's Chemical and Biological Countermeasures Division.

The team's microfluidic system permits polymerase chain reaction (PCR) analysis — or DNA copying — to be performed inside 10-picoliter droplets (about 10 trillionths of a liter) on a silicon chip. It would take about 25 billion of these droplets to fill a cup of water.

Using their PCR-on-a-chip system, the LLNL-UC Davis team has analyzed hundreds of droplets in tests and demonstrated that their core technology works. Now their challenge is to modify this system into one that can process hundreds of thousands and, in time, millions of droplets.

In addition to Colston, other authors of the *Analytical Chemistry* article are: mechanical engineers Reg Beer and Clint Rose, chemist Ben Hindson, biologist Sara Hall, chemical engineer Elizabeth Wheeler and UC Davis professor of mechanical engineering Ian Kennedy. The paper's lead author, Beer received his Ph.D. from UC Davis as a part of the project and also designed and developed the microfluidics system.

The new technique significantly reduces the number of PCR heating and cooling cycles required for detecting a pathogen from 40 to about 20.

Early-stage research detailed in the paper, according to Colston, answered a number of important questions, such as whether a sample could be broken into droplets in a controlled manner and whether a single copy of a virus could be detected in a droplet.

The research is part of a larger, LLNL-funded effort — called the Viral Discovery Platform (VDP) — to identify emerging, engineered or unknown viral threats in days rather than weeks or months.

Current bioterrorist agent detection technologies, such as the BioWatch system and LLNL's Autonomous Pathogen Detection System (APDS), can detect the airborne release of a list of known biological agents. However, these systems are not designed to identify or detect an unknown or newly emerging virus.

For example, after the SARS outbreak in 2003, samples of the virus were sent to 20 different laboratories for analysis and it took about 60 days to identify the pathogen as a corona virus, Colston noted.

"We and other researchers see the need to explore ways to determine if the nation can be better prepared for emerging, engineered or other unknown viruses," Colston said.

Currently, researchers who are studying a particular virus take a sample, such as from a nasal swab, and try to isolate and make copies of that virus for their investigations.

With the new LLNL-UC Davis approach, the team hopes to be able to analyze the entire sample, finding the virus in question and also learning about any other viruses in the sample.

"Our goal is to take a sample that contains lots of viruses, break it down into small droplets, each of which contains no more than a single virus, and then analyze all of the droplets that have viruses individually," Colston explained.

Early data show that if researchers had hundreds of unique DNA signatures for different viruses, it would be possible to identify all known viruses and to identify a significant fraction of the emerging viruses, according to Colston.

"We're pleased with our initial results, but we still have some tough technical chal-



IMAGE BY SABRINA FLETCHER

**In this view down the channel of a silicon chip, a glowing droplet of viral DNA can be seen as it is being detected with thousands of other droplets that are about to be analyzed.**

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lenges to overcome," Colston said.

To date, the team has received one patent for its research, with four additional patents pending.

For the future, in addition to seeking to identify all of the viruses present in millions of droplets, the team also would like to develop assays that detect newly emerging or unknown viruses.

In 1997, Livermore researchers developed rapid PCR, a process that allows pathogens to be analyzed in minutes instead of hours. This breakthrough led to the development of the Biological Aerosol Sentry and Information System (BASIS), which forms the core technology for both the BioWatch system, and APDS. BASIS was developed jointly by researchers from LLNL and Los Alamos National Laboratory.

**WARN**, from page 2

the proposed 500 employees affected.

The federal WARN Act and California Labor Code require employers of more than 100 persons to provide at least 60 days advance notice if a release is anticipated of 50 or more individuals within 30 days at a single work site. The notification also is made to local government officials. If fewer than 50 employees are released, the normal Laboratory notification policy will apply.

"We realize this is a difficult time for many of our employees," said Tammy Jernigan, Associate Director for Strategic Human Capital Management.

"We want to remind all employees that we have a number of resources that can be accessed that are designed to help employees through this process."

Questions about the WARN letter may be directed to Staff Relations Division Leader Bob Perko at 2-9501.

As Miller indicated on Monday, restructuring of the career workforce also is planned. The Laboratory is preparing a site-specific workforce restructuring plan, which incorporates comments on the draft general workforce restructuring plan posted in October as required by Section 3161 of the National Defense Authorization Act. The draft plan generically identified how workforce restructuring might

be implemented. The site-specific plan, led by AD at Large Bruce Warner, will provide more detailed information about the possible size of a workforce reduction, which programs will be impacted, and whether there will be a voluntary separation program.

The general 3161 plan has been posted on the NNSA website at <http://www.doeal.gov/WRLNL/Default.aspx>. The comment period for this plan closed earlier this month. More than 100 comments and questions were received. NNSA is now reviewing those comments and plans to approve a final general plan shortly.



i.want ads

Due to the high quantity of ads and space limitations, these want ads have been abbreviated. For the complete ad list-ings, refer to the internal Website: <http://www-r.llnl.gov/pao/news/ wantads.html> or for the latest pdf download and retiree information, see the external Website: <http://www.llnl.gov/pao/employee/>. Please note that these ads appear on the Web.

Date of ads: Approx. Nov. 6 to Nov. 13.    Ads appear on the Web for seven days.

AUTOMOBILES

1983 Chevy S 10 Pickup Partly running V6 S, good sheet metal, running engine, 4 speed. Complete front clip, body and bed. 925-449-9038

1991 Ford E-150 Van Conversion \$1,500 89k miles, V8, AC, TV, VCR, fridge, sink. Rear seat folds to bed. 925- 455-6523

1994 Honda Civic EX coupe \$3,800 OBO 5 speed, white, spoiler, tinted windows, sunroof, new rims and tires, Kenwood stereo, very clean, well maintained. 209-835-4827

1994 Jeep Grand Cherokee \$3,100 4WD 6cyl 140K mi. Great condition. 925-968-9652

1996 Dodge 2500 Ram Van \$2,500 134k miles, clean, PS, PL, PW,Air, RKE. Captains chairs, smogged. 925-443-4984

1999 Plymouth Grand Voyager \$700 OBO Needs Major Engine Work. 115K Miles, new brakes & tires. 925-516-7099

1999 Saturn \$3,900 SC1, 113k miles, air, 3 door. Good condition. 925-455-4550

1999 Toyota Sienna XLE \$7,500 Seats 7, 2 captain's chairs in middle, AM/FM, cassette/CD, power slid-ing door, AC front and rear, roof rack, 165K miles. 925-838-4150

2000 Chevrolet Blazer \$6,500 4X4, power windows, power locks, new tires and brakes, AM/FM/CD, 41K miles. Excellent condition. 925-606-6687

2000 Dodge Durango \$7,500 OBO SLT 4x4, Dark blue, black leather interior, third row seat, 106k miles, good tires, rear air, single cd player, all power. Clean, well maintained. 209-601-5770

2000 Volvo S80-T6 \$10,200 OBO 56K miles, silver w/dark gray interior. Nice condition, well maintained. 925-449-9437

2001 Chevrolet Silverado \$10,900 White, ext. cab 4dr Auto., fully loaded besides leather New Alpine TV/DVD system, window tint, Flowmaster exhaust 209-321-1903

2002 Nissan Sentra GXE \$4,250 Automatic, 157K miles, AC, power windows, power locks, tinted win-dows, cruise, AM/FM CD, alloy wheels, rear spoiler, one owner. All services done, Mobil One in motor since new. New tires, new brakes, new tags. Tracy. 925-234-5843

2003 Honda Element AWD \$13,000 OBO Under KBB price, good condition. 54,000+ miles. Runs perfect never a problem has what Honda calls real time four wheel drive, similar to Subaru. Really grips the road especially in the wet. 17inch alum wheels. 209-834-1374 or 209-224-4244

2004 Dodge Grand Caravan SXT \$16,000 7 passen-ger Minivan, 65,000 miles. 209-892-5985

2004 Ford Mustang Convertible 2D \$15,000 Anni-versary Edition, 15k, dark silver, Excellent Condition. 209-609-5602

2004 Ford Taurus SES \$7,500 OBO 44.5K miles, good condition. 24v 3L V6 engine, automatic trans-mission, A/C, CD player, power windows and doors w/remote. Burgundy ext and Grey int. Good traveling car, seats 6 and lots of trunk space. 925-294-9651

2005 Toyota Matrix \$13,995 27K miles. Medium grey exterior with dark grey cloth interior. Original owner, clean title, automatic, dual front air bags, single CD, AM/FM stereo, PW, PDL, A/C, tilt wheel, new Big O tires, all service records. Extended waran-ty includes oil changes and tire rotations every 5,000 miles through 55,000 miles. 209-835-9240

1986 Dodge 8 Passenger Ram Royal 150 Van \$1,000 318V8, Air, AM/FM, tape, 2 inch receiv-er (towing), manual 4 speed (3+OD), 35 gal. gas tank, 138K miles, Michelin radials, good seats, factory ser-vice manual included. 925-443-8253

1987 Isuzu Trooper \$1,000 OBO 4X4 truck, 4 Cylin-der 2.6L fuel injected, 5 speed. 925-449-6137

New 13/155/80 tire on 4 bolt rim \$22 Cash please 925-447-7070

BICYCLES

Rockhopper Mountain Bike \$280 Great Lab or mtn. bike for a tall person: men's specialized. 209-765-0452

BOATS

Tube for boating \$30 Rave Sports Blade, inflatable fun for one rider. New, unopened box. 925-648-0671

Zodiac Grand Raid Inflatable \$2,700 14 ft, 25 hp Mercury and trailer. Motor has less than 20 hrs. 925-294-8469

ELECTRONIC EQUIPMENT

TV \$125 Magnavox, black, works great. TV stand

also. \$200 for both. 925-784-2717

Canon XT Digital SLR camera and lenses \$1060 Can-on XT digital SLR camera, \$300. Canon EF 17-40mm f/4.0 L USM lens, \$450. Tamron 28-75mm f/2.8 XR Di LD lens, \$250. Canon EF 50mm f/1.8 II lens, \$60. Buy everything for \$950, extra battery, filters for each lens, and a 2 GB compact flash memory card. 925-846-3653

DVD player \$25 "Cyberhome" Progressive scan Model#CH-DVD300S, Not used. 510-793-4711

WII Console + 5 sports Game \$310 Baseball, tennis, golf, bowling, boxing. New, unopened. 925-833-1715

Wii Game Console \$325 Gaming system includes sports games. New, unopened. 925-455-4484

GIVEAWAY

LP Records 75 records in good condition, mostly classical, free to a good home. 925-443-1279

Radial arm saw 10" dia, Sears Craftsman, circa 1970, includes frame, legs, and all parts. 925-606-6155

Recliner Blue color. 916-412-8556/925-422-6439

APPLIANCES

17 cu ft refrigerator \$140 Frost free, energy efficient white, Westinghouse, adjustable glass shelves, sepa-rate controls for top freezer, Cash. 925-447-7070

Stainless steel Kenmore refrigerator (2004) \$900. White Kenmore washer (2004) \$300. White Ken-more dryer (2004) \$300 209-914-4563

Washer & Dryer \$250 Kenmore, white, washer, 2 years old, dryer, a year old. \$250 for both or \$100 for washer and \$150 for dryer. 925-784-2717

Washer & Dryer \$300 Kenmore washer, Maytag dry-er, both in perfect working condition. 209-833-9141

HOUSEHOLD

Audio speakers \$75 2 Jensen Concert Series Model 1230, 70w Max, 8 ohms. Cabinets w= 16 3/8", d= 11 3/4", h= 27". 10 1/2" Woofers, 4 1/2" Mid-range, 2 1/2" Tweeters. 925-447-8753

Baby Bjorn Baby Carrier \$40 OBO Original-City black, excellent condition. 925-922-0772

Baby Crib \$125 OBO Ragazzi, storage drawer be-low. Light wood color. 925-784-2717

Baby dresser \$150 Baby changing pad on top. Light wood, good condition. 925-784-2717

Baby Einstein Discover & Play Activity Gym \$25 Ex-cellent condition, missing a couple of the original toys/rings that hang down 925-922-0772

Bedroom set \$200 OBO Queen, nightstand, dresser. Good condition. 916-412-8556 / 925-422-6439

Boppy Pillow, 3 covers \$25. Washable covers. Excel-lent condition. 925-922-0772

Car bed \$75 Child's, twin mattress. Good condition. 925-373-1648

Chairs Ethan Allen pillow back, green, pink, blue large floral print. Negotiable. 925-846-8919

Christmas tree \$45. Artificial, 6.5ft tall. Nice with boxes for storage. 209-814-4064

Coffee table \$50 OBO. Wood with black metal legs. 925-784-2717

Craftsman work bench \$225 OBO 54"W/34" H/20"D. Sturdy steel construction, wood laminate top. Three drawers, one cabinet space. 925/200-2543

Crib Oak, with matching changing table/dresser, great condition, \$185 for both. Crib only: \$125 OBO; changing table; \$95 OBO. 925-449-0531

Day bed \$350. OBO Light wood frame, two new mattresses. About year old. 925-784-2717

Desk \$75 Wood, medium dark stain with some damage. 2 file drawers, 5 other drawers, 55" X 24". 925-371-8482

Dining room chairs, 4 black cloth, \$100. Including glass table, \$125. 925-784-2717

Dining room furniture \$1,800. Table and chairs, matching china cabinet with interior lights. Black with white marbled finish. 925-634-1110

Fisher-Price Ocean Wonders Aquarium Bouncer \$25 OBO. Excellent condition; bounces, vibrates and plays music. 925-922-0772

Graco SnugRide Infant Carseat and Base \$50. Excel-lent condition. 925-922-0772

Graco Swing \$35. Excellent condition. 925-922-0772

Granite slab - Verde Uba Tuba \$315. Approx. 36" x 115". Left over from kitchen remodel. 510-792-1538

Infant bathtub \$8 Excellent condition 925-922-0772

Jack La Lane Juicer \$50. Makes great juice. 209-951-0115

Microwave oven \$100 Tappan Speed Wave 1000 watt, 23.25" wide x 16"deep x 15.5" high. Like-new condition inside and out. Turntable does not spin. 925-200-2543

Nojo baby sling \$15. Sears - black chambray. Excel-lent condition. 925-922-0772

Oak entertainment center 55" wide, 54 1/2' high, 20" deep. You pick up, Pleasanton. 925-846-4064

Oak entertainment center \$50. Glass doors cover electronics, CD/DVD sections. 925-455-4484

Oak entertainment center \$100 55 in. w, 54 in. h, 17 in. d, TV shelf 29 in. w, 22 in. h, 3 shelves, 2 drawers, 1 cabinet. Very good condition. Can e-mail photo if interested. 925-443-1279

Queen bedroom set \$1,600 OBO. Armoire, 2 night stands, dresser w/mirror head and foot board frame. Great condition. Solid dark wood with rod iron. 925-784-2717

Queen size brass head board, base board, and frame \$400 OBO. Beautiful 510-444-5268

Rattan round table and chairs \$400-500 Dark brown w leaf, 4-6 swivel chairs, soft yellow upholstery. Ex-cellent condition. 925-447-8415

Refrigerator; Dresser Whirlpool refrigerator, 14.4 CF, excellent working condition, \$100 firm. Antique dresser, \$50 firm. 925-447-1057

Sofa Ethan Allen maple spindle back, 84", 6 remov-able cushions. Negotiable 925-846-8919

Sofa and Love Seat \$200 Sofa (7ft) and Love Seat (5ft) Warm Earth tones trimmed in light oak. Excellent condition. 925-447-6821

Sofa bed and matching love seat \$250. Cream, good condition. 925-784-2717

Solid walnut dinette table 44" Octagonal, two 12" extensions. You pick up and haul, Pleasanton. 925-846-4064

Spiderman Inflatable pool \$25. New, unopened box. 925-648-0671

SwaddleMe adjustable infant cotton wrap-pink \$5. Not in original packaging, but never been used. 925-922-0772

Twin bed \$50 Natural pine color, with head and foot board, solid. Very good condition. 925-606-6155

Twin Beds 1 or 2, good condition. 925-516-0800

Twin window fan \$25. Holmes, with digital control, sets and maintains precise temperature easily, set controls to intake, exhaust or exchange air flow, 16 hour adjustable timer, 3 speed settings and water re-sistant motors. New, unopened. 925-648-0671

Walnut china hutch & buffet. Solid wood, 76" wide, 17" deep, 81" high. You pick up and haul. 925-846-4064

Wood chairs \$99 5 hoop back, w/arrow spindles. 925-447-0428

MISCELLANEOUS

49er Tickets \$100/game 2 tickets: 49er's vs. Minne-sota on Dec 9th; 49ers vs. Tampa Bay on Dec. 23rd. Section 38, Row 10, Seats 1&2. 209-599-9942

Air circulator fan \$30. Patton high velocity, reinforced industrial construction built tough enough for the job site, portable, tilts back up to 90 degrees for full room circulation. New, unopened box. 925-648-0671

Baby items and auto parts. Wood cradle with mat-tress & bedding \$25, baby bathtub \$5, Little Einstein play mat with music and lights \$10, ocean themed baby mobile with sounds & lights \$10. Mirror extend-ers for towing, used on 94 Chevy Silverado \$20, A/C suitcase for 1972 El Camino \$20. 209-833-3785

Cable-type snow chains \$25. For 2005 Honda Pilot. Will work on other size tires/wheels. Perfect condi-tion, never used. 925-846-3653

Canon EOS Rebel 35mm SLR (not digital) \$50 Camera case, film included. Excellent condition. 925-922-0772

CD Collection \$2 each. Classical, new age, jazz, much more. 925-447-0596

Clothes rack \$45. Heavy duty, all-metal, with retract-able arms.925-447-0428

ClutterLess (CL)Self Help Group, Free, nonprofit, peer-based, self-help, support group. Every Mon 7 a.m. to 8:30 p.m. at Pleasanton Presbyterian Church, Rm 7, 4300 Mirador Drive. 925-297-9246

Generator \$900. Brand new EU 2000 Honda. 209-239-2812

Moving Boxes \$1 Each. Clean, sturdy, sizes include "book box," "china, and lamp." 1.5cf to 6.5cf. Also, new and used packing paper. 443-5086

Palm Zire 21 Handheld \$35 OBO. Date book, ad-dress book, note pad, with 8 MB memory. Windows and Mac compatible, weeks of battery life on a single charge. Stylus included. Never used. 925-846-3653

Picnic Table, Lawnmower. Redwood with bench seats, \$50 firm. Weedeater Lawnmower, 5.5 hp en-gine, excellent condition, \$100 firm. 925-447-1057

Soccer Ball Humidifier \$20. Great for child's room. New, unopened. 925-648-0671

Spiderman giant inflatable pool \$25 8 feet x 6 feet x 15 inches deep. Includes inflatable water slinging Spiderman. New, unopened box. 925-648-0671

Stairway balusters. Free. Unfinished new turned oak, 8 total, square and round features, of a common de-sign. 925-606-6155

Winnie Pooh Gardening & Wheelbarrow Set \$30. 8 piece set. New in unopened box. 925-648-0671

MOTORCYCLES

1993 Honda CR250R dirt bike \$1,500 OBO FMF exhaust, Acerbis bark busters, metal radiator guards, sand paddle tire and spare front/rear fenders. 209-456-3103

2003 Polaris Predator \$3,000 white 2004 plastics with blue powder-coated frame, Trinity stage 4 ex-haust system. 1 1/8th" big bars and billet clamps, blue tether kill switch, aluminum heel guards, battery guard, fox shock canister, and radiator guard. White brothers rev box and k&n air filter. 209-825-6311or 209-625-2680

2003 Suzuki RM 250 \$2,500 OBO. Reg to 2009. Set up for off road. 209-834-1374/209-224-4244 cell

2006 Yamaha yz250F \$3,500 BR1 Suspension, an-odized rims. 925-373-6641

Dirt Bikes 2004 Honda CRF 70 with BBR Pipe, \$1,100 2005 Honda CRF 50 with BBR Pipe, \$1,000. 209-830-9329

MUSICAL INSTRUMENTS

Antique Piano \$2,200 OBO 1903 Chickering, very good condition. Tuned and serviced. 925-634-9973

PETS

Akita 2 years old, purebred female. Sits, shakes, is good in the house, raised with older kids. 209-835-9673

Cavalier King Charles Spaniel Puppies \$500+ Qual-ity puppies, Blenheim, black&tan, tri-color, papered, vet checked, 1 yr health guarantee. Adoption fee starts at \$500. 650-714-1612

Kitty Free beautiful black/brown tortoise shell medium-long haired female, 5 months old. 925-846-9564

Quarter Horse Mare \$6,500. Red Roan AQHA, strong and sound, ranch work and ranch rodeo. Gentle, but needs experienced rider. 209-838-2808

Yorkshire Terrier M/F pair, crate trained, female, 10 months, 3.5 pounds; male, 15 months, 4.5 pounds, AKC, as pets. Must be kept together. Male, neutered; female, spayed soon. Serious only. 925-606-5334

RECREATION EQUIPMENT

Downhill ski package \$200 OBO Skis + poles + boots. Vital \$20 skis, Marker M28 bindings, size 180cm. Metric Classic ski poles, size 130cm. Nordica Next-87 boots, size 27. Great shape. 925-200-2543

Kayak Saddle Carrier \$90. Thule "Set-to-go". 925-606-1995

Olhausen pool table \$750 OBO. 48x72. 925-784-2717

Treadmill \$100. All electronics work, has incline. Wide, long running track. 8 MPH top speed. 925-606-5374

RIDESHARING

Brentwood work schedule 7 a.m. to 3:30 p.m. M-F. 925-513-4767

Clayton/Concord Meets at Clayton City Hall at 6:00a arrives LLNL 6:50 a.m. Departs LLNL 4:00p arrives Clayton City Hall at 5:00p. 5 days/week. Each driver drives their car about once a week. 925-672-2354

Montclair/Oakland \$160. 2004 twelve pssenger luxury van, bucket seats, reading lights. Leave Mont-clair at 7:00. Stop at Joaquin Miller in Oakland at 7:05. Arrive at lab at 7:45am. Leave Lab at 5:30pm. 510-531-4399

Oakland Leave Oakland 5:30 a.m. -leave LLNL 3 p.m. 510-444-5268

San Mateo Work hours 8 a.m. to 4:45 p.m., leave from carpool lot at 7 a.m. under freeway Hwy 92 at Hwy 101. 650-952-6186

Solano County Vallejo/Benicia, AWS 9/80s, 7 a.m. - 4:45 p.m. 925-424-5589

San Mateo Work hours 8 a.m. to 4:45 p.m., leave from carpool lot under freeway Hwy 92 and 101 at 7 a.m. 650-952-6186

SHARED HOUSING

Room for rent \$675 each. 2 story home for M/F. Wireless internet, cable, utilities, linens included. W/D/kitchen privileges. No pets/smoking/drugs. \$100 deposit. Springtown behind PW Market. 925-454-9224

Room for rent \$600 3BR/2BA home, 3 miles from Lab. Utilities/Cable/WIFI included, W/D available, no smoking or pets. 925.337.5754

TRUCKS

1998 Ford F150 Lariat Edition \$6,400 OBO 2wd, white, ext cab, leather, line x bedliner, full pwr, tinted windows, cd changer, new 17" wheels. 209-922-8832

2005 4X4 YUKON \$35K OBO Custom looking, SLT, 17,000 miles. Warranty, vortec 5.3L V8, chrome loaded, 6" RCS lift, custom exhaust, custom chrome weld wheels, with all-terrain tires, tow hitch with 6" drop ball mount, chrome toe hooks, chrome nerf bars, PWR heated folding side mirrors with chrome raised flames, chrome flame door handles. 209-847-4898

1986 4X4 Nissan Pickup \$3,200 OBO. Good tires and rims, tool storage. Decent gas mileage. Jason 209-470-4179

F-250 Diesel Kelley Lariat, crew cab, long bed, 4X4 off road package, towing package, all power, loaded. 707-374-3858

VACATION RENTALS

Club Bali Hai Moorea (time share near Tahiti), 2 wks available, must use by 12/31/07. 510-523-2939

Hawaii Wanted:Vacation home in Hawaii next sum-mer for family gathering of 9 people. 650-356-0088

Kona Hawaii 2,300 sq ft on 2 levels, sleeps 12, Kona Coast near Kona town. Penthouse avail at lower rate. WiFi. Nonsmoking. 415-377-5361

Maui, HI Kahana Reef oceanfront 1BR/1BA con-dominium, two-island (Molokai and Lanai) view. Oceanside pool and BBQs. 925-449-0761

N Tahoe/Truckee Mtn Home 3BR, 2 BA, sleeps 10+, garage, hot tub. Close to old town Truckee and North-Star resort. 925-784-0245

Solana Beach/ San Diego \$650 Sand Pebbles Resort, fully equipped kitchen, telephone, DVD player, game room, laundry facilities, outdoor Whirlpool/hot tub and swimming pool. San Diego Airport: 21 miles. 209-835-9240

South Lake Tahoe Chalet Lab rates 3 BD, 2 BA, newly remodeled kitchen, comfortable, all amenities. Quiet area. 209-599-4644

Wine Country \$150/night Monte Rio, 3 BD, 1.5 BA, sleeps 6 comfortably. Remodeled kitchen, fresh interior paint. 15 minutes to Sonoma County beaches, wineries, and Armstrong Woods State Park. 925-513-4767

WANTED

American Girl Looking for gently used dolls, clothes and accessories. 925- 426-5676

Audiophile quality turntable into vinyl. 925- 426-5676

Bookcase. Rough dimensions I'm looking for are 5'w x 4't x 1'd. 925-234-5843

Digital Record Player To convert 45 LP letters (4), CD. Will reimburse. 510-566-1481

Gym equipment Free, will pick up. Will be used by girls and boys, big and small, so no matter what the equipment is made for it will be put to good use. 209-814-9491

Skiers & Boarders. Join group interested in sharing in-formation, forming trips to Tahoe. 925-828-8265

Used rock tumble/rock polisher ma-chine 209-914-2132

Vehicle.Car or truck for less than \$500. Must be reli-able. 925-518-7781

## IN MEMORIAM

## PEOPLE NEWS

## Rose Marie Janes

Rose Marie Janes, a longtime Lab employee, died Oct. 20 after a long illness. She was 61.

A resident of Livermore, she was born in Spokane, Wash. She graduated from Tennyson High School in Hayward and joined the U.S. Navy. After leaving the service, she began a long career at the Lab.

She treasured most time spent with her large family, who enjoyed frequent get-togethers. She was an avid reader and also enjoyed knitting and crocheting. Her family and friends remember her as

a kind, gentle and nonjudgmental person.

She is survived by her father Richard Janes of Hayward; her daughter Stephanie, her husband Paul and their two children Kaitlyn and Brandon, of Ripon, Calif.; brothers David, Tim and Carl and sister Mary Ellen of Hayward; sister Patty and brothers Tom and Gary of Pleasanton. She was preceded in death by her mother, Mary Janes.

Services were held last month, with a funeral mass taking place at St. Michael's Catholic Church.

## W. Frank James

W. Frank James, who worked in the Weapons and Complex Integration (WCI) Principal Associate Directorate, died Nov. 12 at Kaiser Hospital in Walnut Creek after a sudden illness. He was 84.

Born Sept. 4, 1923, in Kansas City, Mo., James started work at the Laboratory in October 1953. His career shared the same underpinnings as the Laboratory itself: The UC Berkeley advisor for his Ph.D. thesis in physics had been E. O. Lawrence. And James proudly admitted that Herb York personally had hired him.

James worked on the Polaris team in A Division, where his picture with former Lab director Mike May still hangs in the hallway, showing the two holding a Polaris banner. Retired engineer Joe Keller recalled, "Frank helped me, a lowly engineer, get computer time when it was hard to get. And he helped put me on the advisory committees for Lab computers."

James retired in 1992, but continued as a Laboratory associate be-

cause of his expertise in interactions with the United Kingdom's nuclear weapons program. He handled administrative and technical functions relating to the Lab's interface with the United Kingdom. And he advised Laboratory visitors to England on guidelines and protocols. He was the only employee to lead the US/UK Treaty Office since the mid 1960s, having held this position for the past 36 years.

According to Richard Ward, WCI deputy principal associate director, James was an affable person who enjoyed hiking and opera. "He was down to earth," Ward said, "Every day for lunch it was peanut butter and jelly. And he was energetic about his work. He didn't walk the stairs to his office, he bounded up them two at a time."

James never married, lived alone in Livermore, and is survived by a brother, Lloyd, and a sister, Doris Metzger.

Services were held in Livermore, with burial to take place in Kansas City.

## Douglass Wade Hanner

Douglass Wade Hanner, a former Lab employee, died Oct. 13 at Dameron Hospital in Stockton. He was 84.

Hanner was born Jan. 20, 1923, in Fresno and lived in Brentwood, Hollister and Tracy. He served in the Merchant Marines in World War II as a chief engineer. After the war, he attended UC Berkeley, and earned a degree in mechanical engineering. He worked at the Lab for 18 years and was a consultant for 13 more years.

He was an avid hiker and enjoyed hiking throughout Montana, where he spent many summers. He wrote a guide called "Hiking Trails off Highways US 287, 87 and 20," which chronicled some of his favorite trails.

He also enjoyed waterskiing with his family until age 80, fly fishing and kayaking and became an avid cyclist, riding from Wash-

ington state to Montana at the age of 65.

He was a former member of the Sierra Club and was a member of the Port of Stockton chapter of the American Merchant Marine Veterans.

Hanner is survived by his wife of 61 years, Marian (Prater) Hanner of Escalon; children, Beverley Johnson of Los Angeles; Brian Hanner, and his wife, Sandie, of Campbell; and Bonnie Swank, and her husband, Dick, of Hollister; five grandchildren; and three great-grandchildren.

He was preceded in death by his parents, John and Kathrine Hanner; and siblings, Jack Hanner and Kathleen Jensen.

Donations may be made in Hanner's name to Lakeside Chapel Missionaries, c/o Lakeside Chapel, 30000 Kasson Road, Tracy, CA.

## Darrell Fowler

Darrell Fowler died Nov. 2 after a brief illness. He was 71.

A Livermore resident for 30 years, he was born in Omaha, Neb., and grew up in Los Angeles.

He graduated from MIT with advanced degrees in physics and math. His first career, for 22 years, was as an officer in the U.S. Army Chemical Corps. During that time, he taught at the U.S. Military Academy, West Point; was adviser at the Vietnamese Military Academy, adviser to the Ministry of National Defense in Korea, Technical Intelligence Commander in Europe, plus various other positions, finishing his military career as head of the Nuclear Defense Agency at the Laboratory.

His second career, for 20 years, was as senior project manager at S.R.I. International in Menlo Park. He was an active member of the Discovery Bay Country Club, a member and held various offices in SIR Branch 101, and a member of various technical and scientific societies.

He is survived by his wife, Marti; daughter Kathy Stewart of Union City; son Bill and daughter-in-law Bridget of Acton, Mass.; five granddaughters; brother Bill and his wife Florence of Hermosa Beach; sister Dru Engle and husband Phil of San Clemente; and numerous nieces and nephews.

At his request, services will be private.

## Newsline takes a break

Newsline will not be published next week because of the Thanksgiving holiday. The want ads will be available on the Web throughout the week and will be posted at

<http://www.llnl.gov/pao/employee/> by close of business Wednesday.

Newsline will return to its regular schedule on Nov. 30.

## NEWSLINE

Newsline is published weekly by the Public Affairs Office, Lawrence Livermore National Laboratory (LLNL), for Laboratory employees and retirees.

**Public Affairs Office:** L-797 (Trailer 6527), LLNL, P.O. Box 808, Livermore, CA 94551-0808

**Telephone:** (925) 422-4599; Fax: (925) 422-9291

**e-mail:** [newsline@llnl.gov](mailto:newsline@llnl.gov) or [newsonline@llnl.gov](mailto:newsonline@llnl.gov)

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For an extended list of Lab beats and contacts, see <http://www.llnl.gov/pao/contact/>



# Career development resources available to Lab employees

LLNL provides both an internal and external employee assistance program (EAP) for employees, which provides confidential supportive short-term counseling and assistance with referrals. For more information or to schedule an appointment, contact 925-423-6609 or go to the Web at <https://eap.llnl.gov>. Human Resources also is offering a career development resource list.

CAREER DEVELOPMENT RESOURCES	
LLNL Job Postings	<a href="http://www.llnl.gov/jobs/">http://www.llnl.gov/jobs/</a>
Job Loss	<a href="http://www.careerjournal.com/jobhunting/jobloss/">http://www.careerjournal.com/jobhunting/jobloss/</a>
Resume Development Sites	<a href="http://www.damngood.com/">http://www.damngood.com/</a> <a href="http://www.susanireland.com/">http://www.susanireland.com/</a>
Networking Information/Articles	<a href="http://jobstar.org/hidden/network.php">http://jobstar.org/hidden/network.php</a> <a href="http://www.careerjournal.com/jobhunting/networking/">http://www.careerjournal.com/jobhunting/networking/</a> <a href="http://www.careerlab.com/art_secrets.htm">http://www.careerlab.com/art_secrets.htm</a>
Job Search California Employment Development Department One Stop Career Centers	<a href="http://www.edd.ca.gov/edddhome.htm">http://www.edd.ca.gov/edddhome.htm</a> <a href="http://www.edd.ca.gov/ONE-STOP/osfile.pdf">http://www.edd.ca.gov/ONE-STOP/osfile.pdf</a>
Bay Area Careers	<a href="http://www.bayareacareers.com/">http://www.bayareacareers.com/</a>
Interview	<a href="http://www.interviewcoach.com/">http://www.interviewcoach.com/</a>
EODD Career Development Website (internal)	<a href="https://eodd-int.llnl.gov/topic_cd_career_development.html">https://eodd-int.llnl.gov/topic_cd_career_development.html</a>
Self Assessments (internal)	<a href="https://eodd-int.llnl.gov/topic_cd_self_assessment.html">https://eodd-int.llnl.gov/topic_cd_self_assessment.html</a>
Resume Development Cover Letters (internal)	<a href="https://eodd-int.llnl.gov/topic_cd_resume.html">https://eodd-int.llnl.gov/topic_cd_resume.html</a> <a href="https://eodd-int.llnl.gov/topic_cd_cover_letter.html">https://eodd-int.llnl.gov/topic_cd_cover_letter.html</a>
Career Development Links	<a href="https://eodd-int.llnl.gov/topic_cd_links.html">https://eodd-int.llnl.gov/topic_cd_links.html</a>

## ALL HANDS, from page 2

Despite these costs savings, the Lab still cannot make up the \$300 million shortfall without workforce reductions, Miller said. “The Lab has a weak spot – and that weak spot is we cost too much,” Miller stated. “This problem has been evolving for more than 15 years. If we were bidding on our own work, we would not accept it.” Therefore, Miller said, the Lab has a duty to become “more capable, more cost effective and more competitive” in order to execute its missions and grow new missions for the future. “The next year is going to be hard, but it’s worth it,”

Miller said. “It requires us to understand what is essential, look to our core values and make hard decisions. The Laboratory’s role in the future of our nation is too important; our country needs us.” Miller concluded by acknowledging his words were “difficult” for employees to hear, and added they were equally difficult to deliver. “This will take all of us pulling together,” he said. We will do this only if we realize it’s only us, and we throw away the idea ‘they are doing this to us.’ “I am looking for your hearts, minds, talent and dedication. I assure you, you have mine.”

# Miller addresses rumors at all-hands meeting

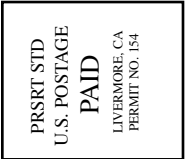
During his all-hands presentation, Lab Director George Miller addressed a number of rumors that have circulated across the Lab as a result of the transition to management under Lawrence Livermore National Security, LLC. Miller joked “there is a rumor that there are too many rumors,” then acknowledged that as being “the only rumor that is true.” Other rumors he addressed include:

- Costs are not up because the Lab was forced to hire 150 to 300 people from the partner companies. In fact, approximately 40 people were hired, who Miller believes “will help move the Lab into the future.”
- Managers and key officials have not received raises. As with the rest of the Laboratory population those raises are on hold. “In fact many are making less than they did last year,” Miller said.
- Miller did not receive a raise. Though he was awarded a \$50,000 bonus for his role in winning the LLNS contract, Miller donated approximately 55 percent of that money to charity. He withheld 45 percent to pay the taxes on that bonus.
- The Laboratory will not shut down during the holidays. Shutting down “is disruptive and does not save much money,” Miller said.
- Engineering technicians in the 500 job series are not being targeted for layoffs.
- EBAs (employees between assignments) and those employees who elected TCP2 will not be the first to be released.
- The Complex Transition, aka Complex 2030, effort does not mean additional layoffs. NNSA has announced that Category 1 and II fissile materials will be removed from the Lab by 2014, and hydrotesting work at Site 300 will be phased out by 2015, but NNSA remains committed to this Laboratory, Miller said.

## COSTS, from page 2

well as actions that can be implemented immediately. “I have been very impressed with the creative ideas that have emerged,” Liedle said. “We are initially binning these ideas into two categories – the first are ones where we should ‘just do it’ and the other categories involve ideas where we want further analysis to support an informed decision.” Liedle noted that he plans to approach this review carefully. “This is not about changing practices at the Laboratory just for change sake, but about truly implementing processes and programs that can have lasting, significant effects on Laboratory costs and at the same time continue to support our exceptional missions.” Some of the ideas are far reaching and potentially large, like finding a way to reduce facility and space charges across the Laboratory. “I know this is an issue that cuts to the hearts of our scientists and we need to be responsive to their needs,” explained Liedle. “We need to find ways to keep them competitive as they bid for work.” Other areas include a goal of reducing electricity costs by 10 percent, which could save several million

dollars. Liedle’s group also is looking at the frequency of mail services, furniture and computer purchases, building maintenance and paper usage. “Some of the ideas are more focused and perhaps smaller but we are looking at each idea as an opportunity. For example, we print a number of fliers and other specialty items that are disseminated through Lab mail daily,” Liedle said. “We need to look at other ways to communicate – either electronically or through all-hands meetings rather than just sending out a flier for every activity that exists at the Lab.” Also under consideration is the streamlining of duplicative functions. “With our new organizational structure in place, we need to be sure that everyone is clear about responsibilities,” Liedle said. “We cannot afford to have multiple organizations doing the same type of work.” Liedle noted that he wants to hear from all employees who may have ideas or suggestions on how to cut costs. A special e-mail address ([save-dollars@llnl.gov](mailto:save-dollars@llnl.gov)) has been created to capture employee input. “As George indicated in his all-hands meeting, we are in this together. I welcome suggestions from everyone as to how we can implement savings.”



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